AGR Retirement

SFC Christy Nickell
NGB-HRH-M

Agenda

- Definitions and Acronyms
- Types of Retirements
- Review your Documents
- 1405 Time
- Survivor Benefit Plan (SBP)
- Retired Pay Systems
- Retirement Process
- Medical Retirements
- Deferred Retirements

Definitions and Acronyms

- **Definitions**
  - Active Service means service on active duty or full-time National Guard duty.
  - Active Status means the status of a member of a reserve component who is not in the inactive Army National Guard or inactive Air National Guard, on an inactive status list, or in the Retired Reserve.

- **Acronyms**
- **DIEMS** – Date Initial Entry Military Service

Types of Retirements

- Regular
- Non-Regular (15 or 20 year)
- 10 USC 12741

Review your Documents

ARMY NATIONAL GUARD RETIREMENT POINTS HISTORY STATEMENT

[redacted]
000-00-0000
OHARNG ELEM, JFHQ (-)
2825 W DUBLIN GRANVILLE RD
COLUMBUS, OH 43235-2789
8BRAA-100

Date Prepared: 2010/03/12
AFE: 04/12
BASD: 1983/11/09
Notice Of Eligibility: YES
Highest Grade Held: W04
Output Reason: Request

This summary is a statement of your points earned towards retirement. You should review all entries and report any discrepancies to your unit clerk. Particular attention should be given to any period of service with a verification status (VS) of "B" because points are not credited until verified.

Begin Date (yyyymmdd)	End Date (yyyymmdd)	MMSI	IDT	MEM	ACCP Misc Pts	AD Pts	VS	Total Career Points	Total Pts For Ret Pay	Creditable Svc For Ret Pay
1981/04/13	1981/09/08	B1	32	--	0	0	V	---	---	--/--/--
1981/09/09	1982/02/13	B7	0	--	0	158	V	---	---	--/--/--
1982/02/14	1982/04/12	B1	0	15	0	0	V	205	205	01/00/00
1982/04/13	1983/04/12	B1	52	15	0	15	V	82	75	01/00/00
1983/04/13	1984/04/12	B1	47	15	0	15	V	77	75	01/00/00
1984/04/13	1984/05/13	B1	8	--	0	0	V	---	---	--/--/--
1984/05/14	1985/04/12	B4	0	15	0	334	V	357	357	01/00/00
1985/04/13	1986/04/12	B4	0	15	0	365	V	380	365	01/00/00
1986/04/13	1987/04/12	B4	0	15	0	365	V	380	365	01/00/00
1987/04/13	1988/04/12	B4	0	15	0	366	V	381	366	01/00/00
1988/04/13	1989/04/12	B4	0	15	0	365	V	380	365	01/00/00
1989/04/13	1990/04/12	B4	0	15	0	365	V	380	365	01/00/00
1990/04/13	1991/04/12	B4	0	15	0	365	V	380	365	01/00/00
1991/04/13	1992/04/12	B4	0	15	0	366	V	381	366	01/00/00
1992/04/13	1993/04/12	B4	0	15	0	365	V	380	365	01/00/00
1993/04/13	1994/04/12	B4	0	15	0	365	V	380	365	01/00/00
1994/04/13	1994/08/04	B4	0	--	0	114	V	---	---	--/--/--
1994/08/05	1995/04/12	B4	0	15	0	251	V	380	365	01/00/00
1995/04/13	1996/04/12	B4	0	15	0	366	V	381	366	01/00/00
1996/04/13	1997/04/12	B4	0	15	0	365	V	380	365	01/00/00
1997/04/13	1998/04/12	B4	0	15	0	365	V	380	365	01/00/00
1998/04/13	1999/04/12	B4	0	15	0	365	V	380	365	01/00/00
1999/04/13	2000/04/12	B4	0	15	0	366	V	381	366	01/00/00
2000/04/13	2001/04/12	B4	0	15	0	365	V	380	365	01/00/00
2001/04/13	2002/04/12	B4	0	15	0	365	V	380	365	01/00/00
2002/04/13	2003/04/12	B4	0	15	0	365	V	380	365	01/00/00
2003/04/13	2004/04/12	B4	0	15	0	366	V	381	366	01/00/00
2004/04/13	2005/04/12	B4	0	15	0	365	V	380	365	01/00/00
2005/04/13	2006/04/12	B4	0	15	0	365	V	380	365	01/00/00
2006/04/13	2007/04/12	B4	0	15	0	365	V	380	365	01/00/00
2007/04/13	2008/04/12	B4	0	15	0	366	V	381	366	01/00/00
2008/04/13	2009/04/12	B4	0	15	0	365	V	380	365	01/00/00
2009/04/13	--	B4	0	--	0	334	V	---	---	--/--/--
Grand Totals						9288		9847	9478	28/00/00

DIEMS Date

20 years of Active Federal Service from this date = Active Duty Retirement!

M-day Soldiers w/over 6480 AD pts might be eligible for Sanctuary if put on orders and those w/over 7200 might

1405 Time

1405 Time – IDT points earned while a member of the Reserve Component that is used to increase the multiplier of a Regular retirement.

- May only be used AFTER acquiring 20 years of AS
- It will not be used to create 20 years of AS, except for medical retirements.

1405 Time

ARMY NATIONAL GUARD RETIREMENT POINTS HISTORY STATEMENT

[redacted]
000-00-0000
OHARNG ELEM, JFHQ (-)
2825 W DUBLIN GRANVILLE RD
COLUMBUS, OH 43235-2789
8BRAA-100

Date Prepared: 2010/03/12
AYE: 04/12
BASD: 1983/11/09
Notice Of Eligibility: YES
Highest Grade Held: W04
Output Reason: Request

This summary is a statement of your points earned towards retirement. You should review all entries and report any discrepancies to your unit clerk. Particular attention should be given to any period of service with a verification status (VS) of "B" because points are not credited until verified.

1405 Time

Begin Date (yyyymmdd)	End Date (yyyymmdd)	MMSI	IDT	MEM	ACCP Misc Pts	AD Pts	VS	Total Career Points	Total Pts For Ret Pay	Creditable Svc For Ret Pay
1981/04/13	1981/05/08	B1	32	--	0	0	V	---	---	--/--/--
1981/09/09	1982/02/13	B7	0	--	0	158	V	---	---	--/--/--
1982/02/14	1982/04/12	B1	0	15	0	0	V	205	205	01/00/00
1982/04/13	1983/04/12	B1	52	15	0	15	V	82	75	01/00/00
1983/04/13	1984/04/12	B1	47	15	0	15	V	77	75	01/00/00
1984/04/13	1984/05/13	B1	8	--	0	0	V	---	---	--/--/--
1984/05/14	1985/04/12	B4	0	15	0	334	V	357	357	01/00/00
1985/04/13	1986/04/12	B4	0	15	0	365	V	380	365	01/00/00
1986/04/13	1987/04/12	B4	0	15	0	365	V	380	365	01/00/00
1987/04/13	1988/04/12	B4	0	15	0	366	V	381	366	01/00/00
1988/04/13	1989/04/12	B4	0	15	0	365	V	380	365	01/00/00
1989/04/13	1990/04/12	B4	0	15	0	365	V	380	365	01/00/00
1990/04/13	1991/04/12	B4	0	15	0	365	V	380	365	01/00/00
1991/04/13	1992/04/12	B4	0	15	0	366	V	381	366	01/00/00
1992/04/13	1993/04/12	B4	0	15	0	365	V	380	365	01/00/00
1993/04/13	1994/04/12	B4	0	15	0	365	V	380	365	01/00/00
1994/04/13	1994/08/04	B4	0	--	0	114	V	---	---	--/--/--
1994/08/05	1995/04/12	B4	0	15	0	251	V	380	365	01/00/00
1995/04/13	1996/04/12	B4	0	15	0	366	V	381	366	01/00/00
1996/04/13	1997/04/12	B4	0	15	0	365	V	380	365	01/00/00
1997/04/13	1998/04/12	B4	0	15	0	365	V	380	365	01/00/00
1998/04/13	1999/04/12	B4	0	15	0	365	V	380	365	01/00/00
1999/04/13	2000/04/12	B4	0	15	0	366	V	381	366	01/00/00
2000/04/13	2001/04/12	B4	0	15	0	365	V	380	365	01/00/00
2001/04/13	2002/04/12	B4	0	15	0	365	V	380	365	01/00/00
2002/04/13	2003/04/12	B4	0	15	0	365	V	380	365	01/00/00
2003/04/13	2004/04/12	B4	0	15	0	366	V	381	366	01/00/00
2004/04/13	2005/04/12	B4	0	15	0	365	V	380	365	01/00/00
2005/04/13	2006/04/12	B4	0	15	0	365	V	380	365	01/00/00
2006/04/13	2007/04/12	B4	0	15	0	365	V	380	365	01/00/00
2007/04/13	2008/04/12	B4	0	15	0	366	V	381	366	01/00/00
2008/04/13	2009/04/12	B4	0	15	0	365	V	380	365	01/00/00
2009/04/13	--	B4	0	--	0	334	V	---	---	--/--/--
Grand Totals						9288		9847	9478	28/00/00

1405 points can be added only up to the maximum IDT points allowed per year!

1405 Time Calculation Example

	IDT	MEM	ACCP	TOTAL 1405 points
810413 – 820412	32	15	0	47
820413 – 830412	52	15	0	60 (67) Only 60 count
830413 – 840412	47	15	0	60 (62) Only 60 count
840412 – 840513	8	15	0	23 *
			Total:	190

190 Days = 6 months and 10 days can be added to active service time for retired pay multiplier.

* All 15 membership points count because member had less than 365 (or 366) AD points for the retirement year.

Survivor Benefit Program

Retired pay stops when you pass away!

A government subsidized program that allows for up
to 55% of retired pay to be provided as a monthly
annuity to immediate dependents.

<u>Six Categories of coverage:</u>

* Spouse
* Former Spouse
* Spouse and Children
* Former Spouse and Child(ren)

RC-SBP and SBP

RC-SBP

- 90 days suspense from date of receiving NOE

  Automatic elections are:

  Married – Option C, Full Coverage

  No dependents – Option A, No coverage

- If you later qualify for a Regular Retirement, RC-SBP becomes void and will not incur a cost!

SBP

- Automatic coverage while on AD and permanent after 20 yrs AS
- No premiums charged until retired pay is received, if elected

Types of Retired Pay Systems

Final Base Pay = joined prior to 8 Sep 80
High Three = joined between 8 Sep 80 – 31 Jul 86
CSB/REDUX = joined on 1 Aug 86 or after

<u>Creditable status includes:</u>
DEP, ROTC, Military Academy, and Health Professions
Scholarship Program

Final Base Pay Formula

DIEMS is prior to 8 Sep 80

Years of Service x 2.5% x final base pay = $ Retired Pay

Retired pay is calculated against the amount of the base pay at retirement

- Multiplier is 2.5% per year of active service plus 1405 time
- COLA is at full rate as determined by the Consumer Price Index

High Three Average Formula

DIEMS is between 8 Sep 80 – 31 Jul 86
Or AGR member eligible for REDUX declined the Career Status Bonus

Years of Service x 2.5% x average 36 mo base pay = $ Retired Pay

Retired pay is calculated against the average of the member's highest 36 months of base pay

- Multiplier is 2.5% per year of active service plus 1405 time
- COLA is at full rate as determined by the Consumer Price Index

REDUX Formula

DIEMS is 1 Aug 86 or later

AGR member accepted the Career Status Bonus ($30,000) at 15 years of active service

- Retired pay is calculated against the average of the member's highest 36 months of base pay
  - Multiplier is based on:
  - First 20 years multiplied by 2.0%
  - Each year after 20 until 30 multiplied by 3.5%
  - Reverts to 2.5% after 30 years

- COLA is 1% less than the full rate as determined by the Consumer Price Index
  - One time catch up at age 62

AGR RETIREMENT PROCESS

WITHIN 1 YEAR OF RETIREMENT DATE (TAP/ACAP WORKSHOP)

1 Year out: (GATHER CIV-MIL MED DOCS/UPDATE DA 201)

1 Year out: (SUBMIT RETIREMENT REQUEST)

6 MONTH WINDOW (Not less than 90 days prior to Retirement!)

ACCELERATED VA PROCESSING (If Available in your state) And MEDICAL OUT PROCESSING

OUT PROCESS AT TRANSITION CENTER w/ Spouse

(OUT THE DOOR) (PTDY up to 20 days granted by Command)

(TRANSITIONAL LEAVE)

(RETIRE)

Medical Retirements

AGR Soldiers with 20 years of Active Service are qualified for a length of Service Retirement and SHOULD NOT process for a Disability Retirement!

- Loss of benefits
  - Concurrent Retired and Disability Pay
  - The VA cannot compensate for disability compensated by the military.

ARNG Soldiers Options at time of Disability Rating

- ARNG Soldiers with 20 year NOE but less than 20 years Active Service
  - 20% or less disability
    - Take Severance and waive retired pay and benefits at age of eligibility
    - Waive Severance to take non-regular retired pay at the age of eligibility
  - 30% or greater disability
    - TDRL/PDRL
    - Apply for Non-Regular Retirement at age of eligibility to receive CRDP – Notify DFAS

ARNG Soldiers Options at time of Disability Rating

- ARNG Soldiers with 15 year NOE eligibility
  - 15 year NOE must be requested when found medically unfit
  - 20% or less disability
    - Take Severance and waive retired pay and benefits at age of eligibility
    - Waive Severance to take non-regular retired pay at the age of eligibility
  - 30% or greater disability
    - TDRL/PDRL
    - Cannot receive CRDP (excluded because not eligible for a length of service retirement)

Severance Pay Vs. Non-Regular Retirement

Severance Pay Benefits

+ Upfront retired pay lump sum
  (If VA disability payment is received, the disability severance payment could be recouped from the Soldier)
- This payment will go away for most cases with the implementation of the Integrated Disability Evaluation System (IDES)

Non-Regular Retirement Benefits

+ **ID Card (Retiree/Family Members)**
+ Commissary/MWR
+ Gray Area TRICARE Retired Reserve
+ TRICARE Retiree Dental Plan
+ Retired Pay at Age 60 (or earlier)
+ RC-SBP/SBP
+ VA Disability (CRSC/Concurrent Receipt may be available)

Active Service Retirement vs. MEB

Question:

- What happens if a Soldier with an approved retirement has a medical issue requiring care past their retirement date
- Example
  - An AGR Soldier is approved for retirement and then finds out that he needs back surgery that will require physical therapy after retirement
  - The injury has not kept the Soldier from performing his duties up to this point
  - Does his retirement processing stop ?
  - Does he need an MEB?

Active Service Retirement vs. MEB

Per AR 635-40 Physical Evaluation for Retention, Retirement or Separation:

Paragraph 3-2 b. Processing for separation or retirement from active service.

(1) Disability compensation is not an entitlement acquired by reason of service-incurred illness or injury; rather, it is provided to Soldiers whose service is interrupted and they can no longer continue to reasonably perform because of a physical disability incurred or aggravated in service.

(2) When a Soldier is being processed for separation or retirement for reasons other than physical disability, continued performance of assigned duty commensurate with his or her rank or grade until the Soldier is scheduled for separation or retirement, creates a presumption that the Soldier is fit. The presumption of fitness may be overcome if the evidence establishes that—

(a) The Soldier was, in fact, physically unable to perform adequately the duties of his or her office, grade, rank or rating for a period of time because of disability. There must be a causative relationship between the less than adequate duty performance and the unfitting medical condition or conditions.

(b) An acute, grave illness or injury or other significant deterioration of the Soldier's physical condition occurred immediately prior to, or coincident

Active Service Retirement vs. MEB

Answer:

- Soldier should continue with their retirement processing
- An MEB is not required as the injury/illness did not affect the Soldier's ability to perform their job and is not acute or grave in nature
  - TRICARE coverage does not end
    - Surgery/Post Operative treatment will be available through TRICARE Prime or Standard and possibly through the VA medical system.
  - Medical documentation should be provided to the VA for possible inclusion in the VA disability rating

Deferred Retirements

- Soldiers who qualify for an Active Service Retirement who are not currently on Active Service
- Deferred Retirements are coordinated through the HRO/AGR Office.
- A Memorandum of Understanding should be signed when the AGR Soldier resigns their AGR tour.

<u>Examples</u>:

- AGR COL resigns AGR and becomes ATAG/TAG or GO
- AGR REFRADS (ASMB or RCP) continues as traditional drilling Soldier

Website Resources

- **My Army Benefits – one stop shop for all benefit questions, calculations and information.**
  - **http://myarmybenefits.us.army.mil/Home.html**

- **Retirement Calculators – besides the "My Army Benefits" calculator there are several other you should review to find the one that fits you and your Soldiers/retirees best. Below are some of the preferred calculators for Regular and Non-regular Retirements:**
  - **http://myarmybenefits.us.army.mil/Home/Planning_Toolkits/Transitioning_and_Retirement.html**
  - **https://w11.afpc.randolph.af.mil/RetSepCalcNET/default.aspx**
  - **https://www.hrc.army.mil/site/Reserve/soldierservices/retirement/index.htm**

Top Three Take Aways

1. Retirement is a process - Not an event!
2. Be prepared! – Review your documents often
3. Give yourself plenty of time to process – You can only retire once!